

30 August 1982

MEMORANDUM FOR: Director of Personnel

STAT FROM :
Deputy Director for Recruitment and Placement

SUBJECT : Agenda for Executive Committee Meeting
(HUMINT Collection Capabilities)

1. I agree with the paper's observation that enhancement of our recruitment system must come from incremental improvements in our current procedures:

a. One change to streamline the CT selection process would be to have the CT staff and JOB members conduct the initial interview of CT applicants at Headquarters within a few weeks of receipt of their forms (such as is done for other professionals). This would eliminate TDY trips around the country and permit a much faster response time on CT applicants. The new computerized PATB report should also expedite the review of CT applicants.

b. Increased numbers of prospective CT candidates could be generated by an expanded Review Unit within OP's Recruitment Division which would place appropriate advertisements, screen the responses, and obtain completed application forms. Headquarters interviews would then be arranged with likely prospects. This would place a greater interview load on the CT Staff and JOB members but would be a fast, cost-effective way to generate more CT applicants.

c. The use of "Mustangs" is a good idea; however, it may also be advisable to recruit externally highly qualified analysts and reports officers who can be evaluated for operational work after a period of time on the job. Such an approach may enhance the quality of support personnel and serve also as a pool of future operations officers.

2. The establishment of a program to sponsor students for academic degrees, such as the CIA "ROTC" proposal, would be worthwhile if implemented at the graduate school level. Having obtained a baccalaureate degree and starting to pursue a graduate degree, a candidate would be more likely to have the seasoning, maturity, and psychological development needed for selection into such a program.

3. A separate pay/benefit system for CIA personnel as outlined in this paper would clearly be attractive and could well serve as a recruitment inducement.



STAT

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Agenda for 1 September 1982 Executive Committee Meeting: Long-Range Planning--
HUMINT and Technical Collection Capabilities

FROM:

Deputy Director for Policy, Analysis and
Evaluation

EXTENSION

NO.

DATE

30 Aug 82

STAT

TO: (Officer designation, room number, and
building)

DATE

RECEIVED

FORWARDED

OFFICER'S
INITIALSCOMMENTS (Number each comment to show from whom
to whom. Draw a line across column after each comment.)

1.

EA/OP
5E58 Hqs

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DD/OP

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D/OP

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15.

Comments are limited to the por-
tion of the HUMINT paper received.The paper addresses an officer
increase [] but gives no plan-
ning as to the necessary technical
and support increase. This is the
first of the DO planning papers
that have addressed numbers but it
is still seriously short in not
planning for other than an officer
increase.Some reasonable ideas on recruit-
ment (rely more on [] sponsor
basic college education for entry
level and conversion) and retention
(develop better ways--not defined--
of providing professional employment
for spouses, develop a separate
salary and personnel system that
would allow us to exceed Federal pay
limitations) are offered. We will
further develop these ideas in our
own paper.Paper recommends that no OPS of-
ficer receive more than two promo-
tions above entry grade without
intermediate proficiency in at least
one foreign language. It also sug-
gests considering requiring thatComment: Our preliminary look sug-
gests that we will have greater dif-
ficulty in recruiting and holding
people. Accordingly, suggestions
that might impact on retention, and
these would, should be reviewed very
carefully.

After you have finished with the

FORM
1-79

610

USE PREVIOUS
EDITIONS

Approved For Release 2005/08/15 : CIA-RDP89-01114R000300040010-9

HUMINT & Technical papers, Stan and I
would like to review them

Pete